

ABSTRACT

This research aims to analyze the influence of job involvement and job satisfaction on turnover intention of employees. This research was conducted in PT. Njoja Meneer Semarang to the number of samples set 101 respondents. The method used is Purposive Sampling and method data analysis is used multiple linear regression analysis, using SPSS program.

The results of testing hypothesis, shows that job involvement has negative and significant influence on turnover intention of employees and Job satisfaction has negative and significant influence one turnover intention of employees. The results of determination are 0,482 indicates that the capability of independent variables (job involvement and job satisfaction) to explaining the dependent variable (turnover intention) is 48,2%.

Key words: Job Involvement, Job Satisfaction, and Turnover Intention